



## @USNPEOPLE WEEKLY WIRE

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## 1.) **CNP: Boost Enlisted Training, Overhaul Officer Promotion/ 14 JAN 15** [\[LINK\]](#)

Meghann Myers , Navy Times

The Navy has been using the same promotion system since 1947 and the service's top personnel officer thinks it's time for a change.

Vice Adm. Bill Moran, the chief of naval personnel, is proposing to retool officer promotions to ensure officers who take nontraditional paths, whether in their jobs or education, have a fair shot at promotion in the Navy's up-or-out system. He also wants enlisted to get more training throughout their careers, rather than just a data-dump at the start.

In a Wednesday speech before the Surface Navy Association's symposium, Moran said it's time for a new approach to officer promotions, one that rewards experience and education for officers rather than penalizing them for taking some time out of their prescribed track.

Right now, the Navy is more like the chocolate factory episode of "I Love Lucy," he said. Sailors and officers are on the conveyor belt, he explained. Some of them are getting packaged, some of them are getting eaten. Others are falling on the ground or ending up in Lucy's hat.

"All humor aside, this is kind of a reflection of the system we have in place. You wait your turn," Moran said. "Sometimes it moves slow, sometimes it picks up the pace, and in the end, you wonder if you're going to be picked up."

"Your talent, your skill set, your education, do they matter in this kind of style, or do we need to change it?" Moran continued.

The year-group system isn't serving the Navy's officers the way it used to, he said.

"You could argue that we don't have a lot of choice in the Navy today for a junior officer," Moran said. "You know what your golden choice is, and you better not veer too far off that path, because you'll lose your spot in line."

Rather than rewarding those who take a fellowship or pursue a graduate degree, the Navy forces officers to compete with their original year group, whose members might have racked up more sea time or leadership roles in the same period.

"If we just throw them right back in the year group they left with, they're done," Moran said.

He suggested resetting year groups after a break, or even doing away with year groups after the 10-year mark, moving to a case-by-case merit system.

Some of those timelines are mandated by law, but Moran said that congressional staffers he's spoken to about redrawing the lines have been receptive to ideas.

### Enlisted Training Overhaul

On the enlisted side, Moran said, 12 percent of boot camp graduates make it to 20 years. Though recruiting, in both numbers and quality, is at an all-time high, the Navy's 98 percent fill and 92 percent fit statistics can be misleading, Moran said.

It can be more than two years before a recruit hits the fleet, from boot camp to "A" and "C" schools. For the average sailor, he said, they're getting all of their job training at 18 or 19 years old.

"Now, I don't know about you, but when I was 18 or 19, I didn't pay attention very much," he said. "If somebody gave me all the training in the world at 18 or 19 years old, it wouldn't be long before it timed out."

After a couple of sea tours, the average sailor goes ashore, and not necessarily to do the job for which they are trained. Though the Navy has enough of these sailors to send back to sea, their training may not be up to date. "We've got more people, but you're not necessarily giving me the guy or the gal with all the training or experience," he said. "And oh, by the way, it's a second or first class petty officer who hasn't been doing this for a while."

However, the Navy always sends officers to school in between shore and sea duty for a refresh. "Why aren't we doing that for our enlisted?" he said. "Could it account for 12 percent making it to 20 years? Could it account for 12 percent of mediocre talent and not extraordinary talent?" Moran did not lay out a timeline for the changes, but said the discussion is ongoing within the personnel community and on the Hill.

He added that the Navy is doing "fine" under its current system, and gaps at sea are down to 2,500 from 17,000 in 2010.

However, budget pressures and 13 years and counting at war create a situation where the Navy needs to get creative about cultivating and retaining its talent.

<http://www.navytimes.com/story/military/careers/navy/2015/01/14/admiral-bill-moran-naval-personnel-enlisted-training-officer-advancement/21755707/>

## **2.) CNO's Rapid Innovation Cell Application Deadline Nears/ 13 JAN 15 [\[LINK\]](#)**

Grant Sattler, Navy Warfare Development Command Public Affairs

NORFOLK (NNS) -- Have a radical idea to solve a naval problem? The Chief of Naval Operations and the Navy Warfare Development Command invite junior officer and enlisted leaders to apply for the CNO's Rapid Innovation Cell for 2015. Applications are being accepted until Jan. 31.

Successful applicants will develop innovative technology or processes as part of the CNO's Rapid Innovation Cell, or CRIC, established in 2012 to take advantage of opportunities outside the Navy mainstream, empowering innovators with flag leadership advocacy and financial resources to develop prototypes that can be rapidly transitioned to the fleet.

Volunteers from a cross-section of Navy communities are sought to participate as a collateral duty without a geographic relocation or release from present duty assignment.

"CRIC members generally travel or participate in innovation events about four days every other month outside of their regular duties," said Cmdr. Benjamin Salazar, director of the CRIC.

Project management is in addition to normally assigned duties. Verified command support is required for membership.

"CRIC candidates must have exceptional drive, passion, and the vision necessary to carry their project to completion," Salazar said. "In return, successful applicants will be provided funding, oversight, training, administration, and logistics support via the CRIC NWDC that manages the CRIC program on behalf of the CNO."

CRIC applicants should not be leaving the Navy or anticipating PCS orders to sea duty prior to September 2017. Project duration is normally not to exceed 24 months.

"During their tenure, CRIC members will travel to meet with government and industry science, technology, and innovation leaders throughout the world," Salazar said. "They will also have the opportunity to meet and brief the CNO on their projects."

Successful applicants will join a group of successful current CRIC members.

Recently Lt. Ben Kohlmann championed a \$900,000 additive manufacturing (3D printing) initiative that led to installation of 3D printers aboard the amphibious assault ship USS Essex (LHD 2) and at Combat Direction Systems Activity (CDSA) Dam Neck less than 6 months from project start.

Project data contributed directly to Naval Surface Warfare Center Carderock 3D printing afloat research, and spawned an effort by OPNAV N4 to develop a Navy 3D printing campaign plan.

Lt. Josh Steinman led a \$100,000 augmented reality initiative that procured two Google Glass units to develop prototype Navy-specific applications to assist Sailors performing maintenance, and to provide additional situational awareness to watchstanders.

U.S. Marine Corps Capt. Jerome Lademan leads a \$1.4 million initiative to develop a biomimetic unmanned undersea vehicle that is significantly quieter and more maneuverable than traditional UUV designs.

Aviation Electronics Technician 1st Class Richard Walsh leads a \$550,000 initiative to develop and test an aviation maintenance software application that promises to reduce diagnostic errors and save significant man-hours and cost.

For more information, join the CRIC on Facebook at <https://www.facebook.com/navyCRIC> , or via NMCI at <https://www.nwdc.navy.mil/ncfi/CRIC/default.aspx>.

Applicants will be screened for their suitability and their project's viability by NWDC staff. Screened candidates will compete for final selection in a "shark tank" like project proposal session to senior leaders at NWDC.

Application forms: <https://www.nwdc.navy.mil/ncfi/cric/lists/application/newform.aspx> .  
NWDC POCs are Lt. Jackie Kvinsland (jackie.kvinsland@navy.mil, 757-341-4687) and Cameron Cooper (cameron.cooper@navy.mil, 757-341-4731).

For more news from Navy Warfare Development Command, visit <http://www.navy.mil/local/nwdc/>

### **3.) NPC Boss: Fleet Manning Gap Is Lowest In Years/ 13 JAN 15 [LINK]**

David Larter, Navy Times

Difficulties in filling gaps in fleet billets are at their lowest point in years, suggesting the service has nearly turned the page on chronic under-manning that has stressed the deckplates for most of the past decade.

In about the past two years, the Navy has wrangled the number of empty billets down from nearly 13,000 to about 2,500, said Rear Adm. David Steindl, head of Navy Personnel Command, in a Jan. 9 interview.

"Manning right now is stable," he said, adding that the decline in empty slots will slow this year.

The Navy tracks manning numbers by a metrics known as "fit" and "fill." The "fill" number signifies the percent of a ship's billets held by sailors. The "fit" tracks the number of billets that have sailors with the right seniority and Navy Enlisted Classifications.

Steindl said 98.2 percent of the billets at sea are filled, and 91.7 percent of those are filled with sailors who have the correct job skills.

NPC will be working on getting the fit number up in 2015, Steindl said.

The Navy found itself in a world of hurt after cutting too many sailors over years of drawdowns. In 2012, Vice Adm. Scott Van Buskirk, the chief of naval personnel, admitted the service had cut too deeply, falling to about 317,600 sailors. Today, the Navy has 325,000 sailors.

In addition to ramping up accessions, the Navy has also employed new authorities to incentivize sea duty. Adm. Jon Greenert, the Navy's top officer, has said the new pays are designed to make sea duty the "center of gravity" in the Navy.

Sea duty incentive pay, an allowance that awards between \$500 and \$1,000 per month for every month sailors either extend their sea duty or terminate their shore duty early, has attracted about 1,150 takers. About 650 sailors have extended their sea duty for the pay, 320 volunteered for back-to-back sea duty; about 170 cut their shore duty short; and another 32 were pulled off shore duty early.

Steindl said of those 32, about 40 percent were supervisors.

Another pay put in place to make sea duty more attractive is hardship duty pay – tempo, or HDP-T. The payments for long deployments start after 220 consecutive days deployed, at a rate of \$16.50 a day, up to a monthly total of \$495.

After two payments, one in December and one at the beginning of January, the Navy has paid out about \$4.1 million in HDP-T, Steindl said.

<http://www.navytimes.com/story/military/careers/2015/01/13/manning-personnel-command-cnp-navy/21656743/>

#### **4.) Free Tax Preparation, Advice Available to Military Families/13 JAN 15 [\[LINK\]](#)**

Nick Simeone, DoD News, Defense Media Activity

WASHINGTON (NNS) -- With the new year comes the annual dread of tax-filing season and the confusion and stress that can go along with it, especially for military families whose tax returns can be further complicated by frequent relocations, involvement of rental properties and other aspects of military life.

To ease the burden, the Defense Department, through Military OneSource, is teaming again this year with H&R Block to offer no-cost tax preparation to the military community with a promise of guaranteed accuracy, a service that otherwise could cost military families hundreds of dollars or more.

**\*No-cost Consultation, Tax Preparation\***

Military OneSource offers no-cost tax consultation and no-cost tax preparation and filing to service and family members, as well as to reservists regardless of activation status, survivors, and separated service members until 180 days after their retirement, discharge or end-of-tour date, Anthony Jackson, a Military OneSource program

analyst, told DoD News.

Because it's online, the service is available to eligible tax-filers regardless of where they are. "They can do one federal and up to three state tax returns -- again, at no cost to the service or family member," Jackson said.

#### **\*New Features This Year\***

This year, he said, the service is adding features to accommodate those with special tax-filing needs. "If your tax situation includes rental property, charitable deductions or mortgage interest, this software can accommodate those particular situations," he explained.

Tax experts also are available by phone at no cost for anyone who may have questions before they get down to using the online tax preparation software.

"You're getting individuals when you're talking -- tax consultants who are thoroughly educated on the military situation, no matter what it is," Jackson said, including knowledge of special tax exemptions for combat duty and other situations unique to the military.

The tax service being offered by Military OneSource becomes active today.

Military OneSource was established by the Defense Department in 2002 to provide comprehensive information on military life free of charge.

#### **5.) 21st Century Sailor Office bi-weekly roll-up:**

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